

Congress of the United States
Washington, DC 20515

February 17, 2009

Mr. Rodney O'Neal
Chief Executive Officer
Delphi
5725 Delphi Drive
Troy, MI 48098

Dear Mr. O'Neal:

We are writing today to express our deep concern regarding Delphi's recent decision to discontinue retirement health and life insurance benefits to both salaried employees and current retirees.

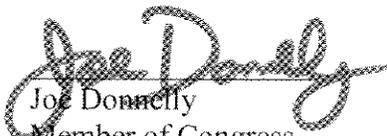
These are extraordinarily difficult economic times, and we share your goal of returning Delphi to a healthy company that will put people back to work and drive economic growth both in Kokomo and across the country. We also recognize that Delphi faces serious financial challenges—both internally and externally—that have required the company to make difficult decisions in order to expedite its emergence from chapter 11 reorganization.

However, we are deeply concerned that the decision to discontinue health and life insurance benefits will have a devastating impact on thousands of Delphi's salaried employees and retirees, as well as their families. The discontinuance of these benefits will remove a critical safety net at a time when nearly all working families are struggling to meet the challenges posed by the slow economy. For others with pre-existing medical conditions, this decision may leave them nearly impossible to insure.

These employees and retirees, over 5,000 in our region alone, have dedicated their lives to Delphi and have helped to build this company into a global leader in mobile electronics and transportation systems. While we recognize that all parties must make sacrifices, we strongly urge you to re-evaluate this decision and do everything in your power to restore Delphi to a healthy fiscal position while protecting the promise of retirement health care for your salaried and retired employees.

Delphi is a pillar of the Kokomo community, and we stand ready to work with you to ensure your success and your continued contributions to our region. Although the economic challenges we face are unprecedented, we are confident that Delphi has both the cutting edge technology and the quality workforce necessary to lead our nation's transition into the 21st century economy. It is our pledge to continue to stand with you as you work to emerge from chapter 11. And we respectfully ask that you continue to stand behind the promises that have been made to the workers and retirees of Delphi.

Sincerely,


Joe Donnelly
Member of Congress


Dan Burton
Member of Congress